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UNCLAS SECTION 01 OF 02 MAPUTO 000983

SIPDIS

STATE FOR AF/S, DRL/IL - AWILSON
JOHANNESBURG FOR RLO VZWANE
LABOR FOR ILAB MMITTELHAUSER, KSOLEM
E.O. 12958: N/A
TAGS: [ELAB](#) [MZ](#)
SUBJECT: MOZAMBIQUE INTEREST IN REGIONAL LABOR RIGHTS TRAINING SEMINAR

REF: STATE 145218

[¶](#)1. Post recommends two participants for the September 29th-30th ILAB-DRL/IL worker rights training seminar in Johannesburg, E/P labor reporting officer Loren Dent and Political Assistant Naimo Vasco Antonio. Please find below the candidate information.

[¶](#)2. NAME: Loren Dent

LOCATION: Embassy Maputo
TITLE: Econ/Pol Officer (covering labor affairs)
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DEPARTURE DATE FROM POST: 07/2005

In a seven person, four-officer E/P section, Ms. Dent covers the labor portfolio and does extensive labor reporting. With the Government of Mozambique on the heels of revising its labor law (new law anticipated in 2005), labor is a hot topic. The USDOL and ILO are currently funding various labor initiatives in Mozambique concerning industrial-based bargaining and labor dispute resolution training, the reduction of HIV/AIDS in the workplace, understanding workers' rights, and research on the current labor law and recommendations for reform. Ms. Dent has planned several visits for USDOL representatives and the regional labor officer (Johannesburg) to speak with local labor unions, government officials in the Ministry of Labor, the Minister of Labor, academia, and the private sector. Most recently, Ms. Dent organized a 60-person labor seminar in coordination with USDOL ILAB to bring players from various sectors together to discuss recommendations for labor reform in anticipation of the 2005 labor law revision. This seminar was a success and realized full-day participation by the Minister of Labor and remarks by both the Minister and the U.S. Ambassador. The USG has significant interest in seeing Mozambique's labor law reform create a more investment-friendly climate that will raise Mozambique's regional competitiveness. The next program, anticipated for the fall of 2004, will bring Peter Hurtgen, Director of the Federal Mediation and Conciliation Service (FMCS), to Mozambique to speak on labor rights and mediation. With significant labor issues and the widespread affect that a law revision will have on the entire community, Ms. Dent has provided several reporting cables on the local situation and how current USG programs are positively affecting change in Mozambique. Ms. Dent has never received any type of labor reporting officer training and looks forward to the opportunity to participate in this two-day course. It is a certainty that with ongoing USDOL and ILO programs and the labor law revision, labor will remain a serious topic with considerable discussion in Mozambique and among potential investors. This course comes at a good time to sharpen the skills necessary to accurately understand and report on current events.

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[¶](#)3. NAME: Naimo Vasco Antonio

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DEPARTURE DATE FROM POST: N/A

As one of Post's two E/P FSNS, Vasco is instrumental in analyzing and accurately reporting labor events in Mozambique. Vasco communicates regularly with our contacts at the Ministry of Labor, including the Minister's chief of staff, the labor unions, academia, and the private sector, to keep abreast of labor issues, particularly dialogue between workers and employers. Vasco was key in helping a two-year USDOL effort in Mozambique led by FMCS. In 2003-2004, FMCS labor dispute resolution trainers visited Mozambique on four occasions to provide training to a tripartite group of participants: government, labor unions, and the private sector. Vasco identified participants, encouraged their participation, worked with USDOL and FMCS to ensure things were prepared before the trainers arrived, and followed-up with participants. This training was so valuable that it has been taken on the road by the FMCS trainees and currently union members and workers are learning about labor dispute resolution in the provinces. Vasco's labor work was also critical to the success of the May 2004 labor seminar that was managed dually by Post and USDOL. Vasco has never had the opportunity to attend labor training and would greatly benefit from the information and recommendations presented, especially given the importance of labor issues in Mozambique. This training will not only benefit Vasco, it will also benefit Post by providing one of our most intelligent and capable FSNS with important skills needed to manage the labor portfolio.

[¶](#)4. Due to end-of-year fiscal constraints, we regret that Post

does not have the funds to pay for candidates' per diem in Johannesburg. Post would appreciate if USDOL would consider covering the full cost of candidates' participation in the seminar if chosen.

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